

## Message Text

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46

ACTION TRSE-00

INFO OCT-01 EA-11 ADP-00 AID-20 CIAE-00 COME-00 EB-11

FRB-02 INR-10 NSAE-00 RSC-01 XMB-07 OPIC-12 CIEP-02

LAB-06 SIL-01 OMB-01 NSC-10 SS-15 STR-08 CEA-02 L-03

H-02 IO-13 NEA-10 RSR-01 /149 W

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R 200813 Z JUN 73

FM AMEMBASSY MANILA

TO SECSTATE WASHDC 6071

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USADB

TREASURY FOR FINKEL

E. O. 11652: ADS, DECLAS 12/31/73

TAGS: EFIN, EAID

SUB: RECRUITMENT OF U. S. NATIONALS FOR ADB POSITIONS

REF: MANILA 6776

1. PROSPECTS FOR INCREASING NUMBER OF U. S. NATIONALS  
EMPLOYED AT ADB CLEARLY NOT GOOD OVER SHORTER TERM IN LIGHT  
OF (1) CURRENT SALARY STRUCTURE OF ADB RELATIVE TO OTHER  
IFI'S, (2) POSSIBILITY OF REDUCED TAX EXEMPTION LEVELS  
FOR U. S. NATIONALS EMPLOYED ABROAD WHICH, IF EFFECTED,  
WILL FURTHER WIDEN SALARY GAP, AND (3) SERIOUS INTENT ON  
PART OF AT LEAST TWO U. S. NATIONALS TO LEAVE BANK WITHIN  
YEAR. INQUIRIES TO PERSONNEL DIVISION INDICATE NO U. S.  
NATIONAL CURRENTLY UNDER ACTIVE CONSIDERATION FOR ADB  
EMPLOYEMENT.

BANK'S SCHEDULED RECRUITMENT TRIP TO U. S.  
POSTPONED TO LATER IN YEAR BECAUSE OF JULY 1 CHANGE IN  
DIRECTOR OF ADMINISTRATION. ( INTENDED DEPARTURE OF TWO U. S.  
NATIONALS OF PARTICULAR CONCERN APART FROM CONSIDERATION  
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OF NUMBERS PER SE, SINCE ONE IS AN OPERATIONS MANAGER AND OTHER IS A PROJECTS MANAGER, I. E., TWO OF THREE SUCH MANAGERIAL POSITIONS CURRENTLY HELD BY U. S. NATIONALS WOULD BE VACATED.)

2. POINTS (1) AND (2) ABOVE DEALT WITH IN REFTEL. POINT (3) RAISES QUESTION OF ADEQUATE ADB RECRUITMENT PRACTICES REGARDING U. S., NATIONALS. FEEL ADB HAS APPROACHED RECRUITMENT OF STAFF IN THE U. S. ON ILL- CONCEIVED AND AD HOC BASIS. THIS VIEW DISCUSSED WITH PRESIDENT INOUE AND WILL BE RAISED WITH NEW DIRECTOR OF ADMINISTRATION ( JAPANESE) UPON HIS ARRIVAL IN EARLY JULY.

3. REGARDLESS OF ADB SHORTCOMINGS THIS AREA, USADB STRONGLY FEELS THAT U. S. GOVERNMENT CAN BE EFFECTIVE IN GENERATING LISTS OF CAPABLE CANDIDATES FOR CONSIDERATION BY ADB. THIS POSSIBILITY RAISED WITH PRESIDENT INOUE WHO REACTED IN POSITIVE MANNER. GIVEN INOUE REACTION AND OBVIOUS NEED FOR SOME MECHANISM TO ACT AS CLEARING HOUSE IN U. S. FOR ADB CANDIDATES, STRONGLY URGE THAT SERIOUS THOUGHT BE GIVEN TO CREATION OF SUCH MECHANISM AT SOME POINT WITHIN USG, ON EITHER FORMAL OR INFORMAL BASIS. OTHER GOVERNMENTS, NOTABLY JAPANESE THROUGH MINISTRY OF FINANCE AS WELL AS INDIANS, OPERATE IN THIS MANNER WITH NOTABLE SUCCESS. FURTHER, U. S. MMXM. HAS A CONSIDERABLE DISADVANTAGE IN PLACING U. S. NATIONALS WITH ADB BECAUSE OF (1) LACK OF UNDERSTANDING WITHIN BANK REGARDING MEASURES NEEDED TO RECRUIT EFFECTIVELY IN U. S., AND (2) DISTANCE FACTOR WHICH HINDERS PERSONAL CONTACT BETWEEN BANK AND INTERESTED U. S. NATIONALS.

4. RESOLUTION OF PROBLEM OF NON- COMPETITIVE ADB SALARY STRUCTURE RELATIVE TO SIMILAR INSTITUTIONS AND ORGANIZATIONS NECESSARY TO SET STAGE FOR INCREASING NUMBER OF U. S. NATIONALS AT ADB. BUT OPPORTUNITY PROVIDED BY SUCH RESOLUTION MAY BE READILY NEGATED IF RECRUITMENT BY ADB INEFFECTIVE IN U. S.-- WHICH MAY WELL CONTINUE TO BE CASE-- COUPLED WITH LACK OF U. S. FOCAL POINT OR CLEARING HOUSE TO SCREEN AND PROMOTE QUALIFIED CANDIDATES FOR ADB POSITIONS. CONSEQUENTLY WISH TO STRESS NEED FOR LATTER FUNCTION AND HOPE THAT ATTENTION TURNED TO THIS MATTER SOONEST.  
HAMILTON

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NNNNMAFVVZCZ

\*\*\* Current Handling Restrictions \*\*\* n/a

\*\*\* Current Classification \*\*\* LIMITED OFFICIAL USE



## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
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**Copy:** SINGLE  
**Draft Date:** 20 JUN 1973  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
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**Disposition Approved on Date:**  
**Disposition Authority:** willialc  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
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**Original Handling Restrictions:** n/a  
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**Page Count:** 2  
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**Previous Handling Restrictions:** n/a  
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**Review Authority:** willialc  
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**Review Content Flags:**  
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**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** <DBA CORRECTED> srp 980219  
**Subject:** RECRUTIMENT OF U. S. NATIONALS FOR ADB POSITIONS  
**TAGS:** EAID, EFIN  
**To:** MANILA  
SECSTATE WASHDC  
TRSE  
**Type:** TE  
**Markings:** Declassified/Released US Department of State EO Systematic Review 30 JUN 2005